



**RESOLUTION
OF THE COUNCIL
OF VILNIUS UNIVERSITY**

**ON THE APPROVAL OF THE DESCRIPTION OF THE REMUNERATION PROCEDURE
FOR VILNIUS UNIVERSITY EMPLOYEES**

In accordance with Article 38(1)(21) of the Statute of Vilnius University and taking into account Proposal from the Rector of Vilnius University No. RTK-99 of 8 December 2021 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees”, the Council of Vilnius University hereby decides:

1. To approve the accompanying:
 - 1.1. the Description of the Remuneration Procedure for Vilnius University Employees (hereinafter the ‘Description’);
 - 1.2. the Official Salary Range Sizes of Non-Academic Employees of Vilnius University (hereinafter the ‘Official Salary Range Sizes’).
2. To determine:
 - 2.1. the amount of the basic monthly salary (hereinafter the ‘BMS’) of Vilnius University (hereinafter the ‘University’) equal to EUR 2,300 provided for in Item 4(23) of the Description.
 - 2.2. the BMS amount may be reviewed having assessed the financial capabilities of increasing the BMS, additional appropriations from the State budget for the increase of remuneration of the University employees included.
 - 2.3. the official salary coefficient for academic employees holding no more than one post at the University (except for work on projects and non-academic work):
 - 2.3.1. for professors (with the distinguished professor official salary status) – from 1.26 to 2.52;
 - 2.3.2. for professors and research professors – 1.00;
 - 2.3.3. for associate professors and senior researchers – 0.79;
 - 2.3.4. for assistant professors and researchers holding a doctoral degree or a qualification degree equivalent to it – 0.63;
 - 2.3.5. for lecturers holding a doctoral degree or a qualification degree equivalent to it – 0.56;
 - 2.3.6. for assistant professors and researchers not holding a doctoral degree or a qualification degree equivalent to it as well as teaching assistants and research assistants – 0.50;
 - 2.3.7. for lecturers not holding a doctoral degree or a qualification degree equivalent to it – 0.50.
3. To determine that until further decision of the Council:
 - 3.1. the amount of the BMS equal to EUR 1,990 shall be applied for the purpose of determining the official salary of the highest-level heads;
 - 3.2. the amount of the BMS equal to EUR 2,480 shall be applied for the purpose of determining the official salary of assistant professors, researchers, teaching assistants, research assistants and a doctoral degree or an equivalent qualification degree holding lecturers.
4. To determine that:
 - 4.1. the transition period basic official salary range sizes indicated in the Official Salary Range Sizes that are set taking into account particularly rapid growth of remuneration in the Lithuanian labour market over the past years, with the aim of ensuring the sustainability of the organisation and

keeping in line with the Vilnius University Revenue and Expenditure Estimates approved the Council of the University, are applied temporarily, until further decision of the Council.

4.2. the Official Salary Range Sizes are applied in line with the following provisions:

4.2.1. the remuneration of non-academic employees of Vilnius University may only be increased in line with financial discipline and without exceeding the remuneration fund of the unit.

4.2.2. the order of review of official salaries shall be decided by the heads of the units of Vilnius University, taking into account which gaps are the largest between the official salaries of non-academic employees and those set for them according to the Official Salary Range Sizes, as well as assessing the critical importance of the employee's activities on meeting the objectives of the unit, individual activity results of the employee, and their competency.

4.2.3. during the review of salaries, the salary of a non-academic employee may only be increased by no more than 20 per cent at once.

4.3. the Official Salary Range Sizes are published on the intranet of the University.

5. To determine that insofar as it is not established in the Description, it shall be implemented following the procedure established by the Rector of the University.

6. To determine that the sizes of premiums indicated in Items 36(5)(2)–36(5)(3) of the Description, the percentage of which is calculated based on the sum of the official salaries, hourly wages and additional pays to the official salaries of the academic employees of core academic units, shall be increased every year starting from 2023 by 0.5 per cent to reach:

6.1. for contribution to the quality of studies – no less than 5 per cent;

6.2. for expert activities, science and education communication – no less than 1 per cent.

7. To repeal:

7.1. Resolution of the Council of Vilnius University No. T-2018-2-2 of 14 February 2018 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees” with all subsequent amendments and addenda;

7.2. Resolution of the Council of Vilnius University No. TN-2018-20 of 12 December 2018 “On the Implementation of Article 9(4) of the Republic of Lithuania Law Amending Articles 2, 4, 7, 8, 10, 23, 25 and 23 of the Law on State Social Insurance No. I-1336”.

8. To determine that:

8.1. the Resolution comes into force on 1 January 2022.

8.2. until new legal acts of the University are prepared or those in force amended that are necessary for the implementation of the Description, the legal acts of the University adopted in implementing Resolution of the Council of Vilnius University No. T-2018-2-2 of 14 February 2018 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees” shall be applicable *mutatis mutandis*.